

LOGNOTE -- Chief, Operations Group, 12 September 1983

1. [] FBN COMPENSATION PLAN -- Met today with []
[] to discuss the waiting period for
period step increases under the new FBN classification/
compensation system. As originally proposed by the then C/Admin
[] and later adopted, the waiting period currently
follows that of the GS scale. The decision to adopt this formula
was primarily to allow management use of an effective personnel
tool to reward performance of those employees who under previous
systems would have reached the maximum step of their highest
attainable grade within a relatively short time of achieving
that grade, thus fairly quickly precluding the use of PSI or
QSI as recognition of continued satisfactory or exceptional
performance. However, as noted by several bureau chiefs, this
formula would be unfair to some FSN employees transferring to
the new scale at higher steps and on some bureau scales would
place new hires EOD'd at the higher end of the FBN-7 grade
close to or within the 2-year waiting period for PSI's after
being promoted upon completion of 1-year training program.
The formula was particularly inappropriate in that FSN's
normally remain in grade much longer than employees on the GS
scale and have much more limited number of grades for career
progression.

A compromise solution was agreed upon to the effect that the
waiting period for steps 1 through 8 would be 52 weeks, 104
weeks for steps 8 to 10 and 156 weeks for steps 10 to 12. It
was agreed that this would prolong management's option to use
PSI's and QSI's as recognition of continued satisfactory or
exceptional performance for employees in the later stages of
their careers while more closely conforming to local embassy
practice in expanding the number of steps granted after a
52-week waiting period.

(cc: C/AS, D/FBIS)

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